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Jobdekho – A Full-Stack Online Job Portal For Seamless Recruitment And Application Management

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Abstract:-

In today's competitive market, job seekers struggle to find suitable employment opportunities, and employers face difficulties in reaching skilled candidates efficiently. To address this gap, this paper presents *JobDekho*, a full-stack job portal designed to simplify recruitment through automated workflows, optimized data handling, and real-time communication. The system enables job seekers to search and apply for jobs while allowing employers to manage postings and applications. JobDekho integrates Spring Boot, MySQL, and REST APIs to provide a scalable and high-performance application. The platform includes advanced search & filter features, email notification support, and performance optimization techniques, ensuring an efficient and user-friendly experience. Experimental results demonstrate improved responsiveness and reduced processing time through optimized API calls and caching. This project shows how modern full-stack architecture can enhance digital recruitment and streamline the hiring process.

Keywords:-

Job Portal, Recruitment System, Spring Boot, MySQL, Full-Stack Development, REST API, Job Search and Filter, Application Management, Email Notification System, Performance Optimization, Redux Caching, Employer Dashboard, Digital Hiring, Web Application, Automated Job Application.

Introduction:-

Recruitment processes have shifted significantly from traditional offline methods to digital platforms. Despite the availability of online solutions, many job portals lack real-time responsiveness, efficient data search capabilities, and communication features. JobDekho is designed to solve these challenges by building a responsive and user-friendly platform where job seekers and employers interact smoothly. The system incorporates robust backend architecture with Spring Boot and uses MySQL for secure and well-structured data management. Additionally, automated email notifications and performance enhancements make the process faster and more transparent.

Literature Review:-

Existing research shows that traditional recruitment processes are slow, require heavy manual effort, and often lack transparency for applicants. Studies highlight that modern job portals must provide user-friendly interfaces, advanced search and filtering options, and real-time communication to support efficient job

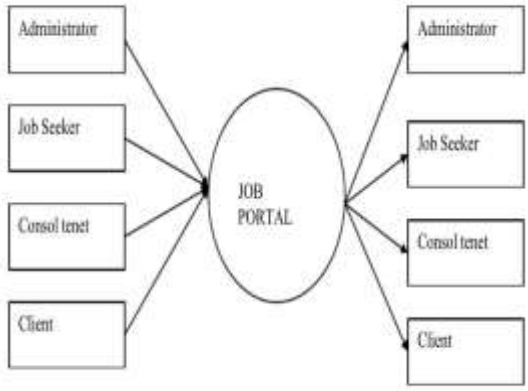
matching. Many earlier systems fail to deliver performance efficiency due to unoptimized databases and limited automation features.

Recent literature emphasizes the benefits of using full-stack frameworks such as Spring Boot with RESTful APIs and relational databases like MySQL to build scalable recruitment platforms. Research also suggests that automated notifications and optimized API performance significantly enhance user experience for both job seekers and employers. Inspired by these findings, *JobDekho* focuses on delivering a responsive and optimized system that improves application processing and communication flow.

Work Carried Out:-

The development of *JobDekho – Online Job Portal* began with identifying user needs and studying existing job platforms to understand their limitations. A detailed system requirement analysis was conducted to design key modules such as user registration, login authentication, job posting, job search, and application management. The database structure was designed using MySQL to manage users, job listings, and applicant data efficiently. The backend was implemented using Spring Boot and REST APIs to ensure a secure and scalable system. The core functionalities, including job posting and searching, were developed and tested using Postman to verify API accuracy.

Once the backend was completed, the integration of advanced search filtering and an email notification system was carried out to enhance real-time communication between employers and job seekers. Performance improvements, such as API optimization and caching, were applied to make the application more responsive. Extensive testing was performed to ensure smooth functionality and user experience. Finally, the system was evaluated by comparing response time, usability, and workflow with existing job portals, confirming that *JobDekho* delivers improved efficiency and seamless recruitment operations.



Results and Discussions:-

The JobDekho web application was successfully developed and deployed with core job portal functionalities, enabling seamless interaction between job seekers and employers. The system achieved efficient job searching and filtering based on multiple criteria such as job title, location, skills, and experience. Users were able to apply for jobs easily, and the integrated email notification system provided real-time status updates, improving communication and transparency. The performance of the application showed improved response time after optimizing API calls and implementing caching using Redux, resulting in faster page load and reduced server requests.

During testing, the platform demonstrated high accuracy in search results and stable performance under multiple user interactions. Employers could efficiently post and manage job listings through a secure backend built using Spring Boot, while MySQL handled large datasets with reliable consistency. The system design proved scalable and suitable for further enhancements such as resume parsing, AI-based job recommendations, and analytics dashboards. Overall, the project fulfilled its intended objective of creating a user-friendly and efficient digital hiring solution.

Conclusion:-

The JobDekho online job portal successfully demonstrates the development of a full-stack application that connects job seekers and employers efficiently. By integrating SpringBoot for the backend and MySQL for database

management, the platform provides robust functionality, including advanced search and filtering, email notifications, and optimized performance through API and state management. This project highlights the effective use of modern web development tools and practices to enhance user experience and streamline the recruitment process. Future enhancements could include integrating machine learning algorithms for job recommendations and extending the platform to support mobile applications.

Future Work:-

The JobDekho portal can be enhanced by integrating AI-based job recommendations, resume parsing, and automated candidate screening. Future improvements may include mobile app development, real-time chat support, advanced analytics for employers, and blockchain-based verification for secure credential management. Additionally, integrating video resumes, third-party platform connectivity, and stronger security measures can make the system more scalable, intelligent, and user-centric**.**

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